

1. YIW Program Overview

- About Young Adults in the Workplace (YIW) initiative:
 - A multi-site collaborative project
 - Six multidisciplinary SAMHSA-funded grant teams
 - Implementing and evaluating workplace-based substance abuse prevention and early intervention programs for young workers
 - Designed to provide employers, unions, and organizations empirical information about the efficacy of a diverse set of approaches to prevention and early intervention of substance abuse and comorbidity

2. PREVENT Program Description

- Pacific Institute for Research and Evaluation (PIRE) is enhancing an existing substance abuse prevention program at a major transportation company.
- PIRE aims to address the needs of employees age 18 to 26.
- Program enhancement involves:
 - Developing an orientation training program for young workers
 - Adapting the program from the U.S. Navy's PREVENT curriculum
 - Addressing drug and alcohol abuse and five other risk factors
- Originally designed by the Navy for young recruits
- The Navy PREVENT curriculum was adapted to meet needs and culture of the young workforce at the study company
 - Two versions were created:
 - A skeleton, absent all Navy or corporate references.
 - A company-specific version, incorporating the transportation company values, policies and culture.
- The PREVENT class is facilitated rather than lectured or taught, largely using a group discussion format.
- Program is designed under the "Stages of Change" model
- 2-day class of 12–25 participants
- Modules on alcohol and drug use, smoking, financial management, stress management, suicide prevention
- Participants are provided with a workbook that also contains written policies and resources.
- In the classroom, workers learn to apply skills to make changes in their lives.

PREVENT's mission is to contribute to the overall quality of life with a special emphasis on preventing alcohol and drug abuse.

3. Demographics and Participating Industry

- Demographics**
- 700 employees
 - Ages 18–26

- Participating Industry**
- Transportation Industry
 - Locations nationwide

4. Program Aims

- Advance young workers through a "stages of change" model to reduce risky behaviors
- Reduce alcohol and drug use
- Enhance workers' ability to make sound decisions
- Improve communication skills
- Reduce negative workplace problems resulting from substance abuse

5. Early Process Findings

- Young workers are disproportionately represented by a few select unions.
 - It is particularly important to have support for the project from these unions.
- The majority of participants in the pilot program said the most helpful part of the PREVENT class was the *discussion of personal values*.
- The majority of participants in the pilot program said the PREVENT class made them think about making changes in their lives.

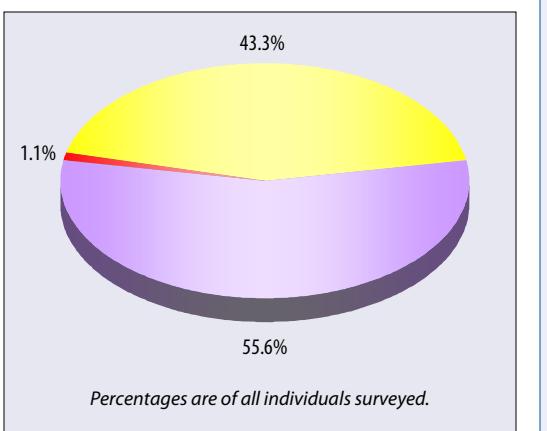
6. Survey Information

- Baseline survey data describe demographic characteristics as well as behaviors and perceptions concerning substance use of the workers surveyed.
- The average age of 18 through 24 year-old respondents is 23.8, indicating the skew in the age distribution of the respondents toward the upper age limit of the targeted population (ages 16–24). Very few respondents were below the legal drinking age of 21.

Number of Individuals Surveyed	Age (Years)
Mean	Std. Dev.
90	23.8 2.1

7. Early Survey Findings

Figure 1. Duration at Current Job



7. Early Survey Findings (continued)

Figure 2. Age at First Use of Substance

Of those respondents who reported substance use, the average age of first use was between 15 and 17 years.

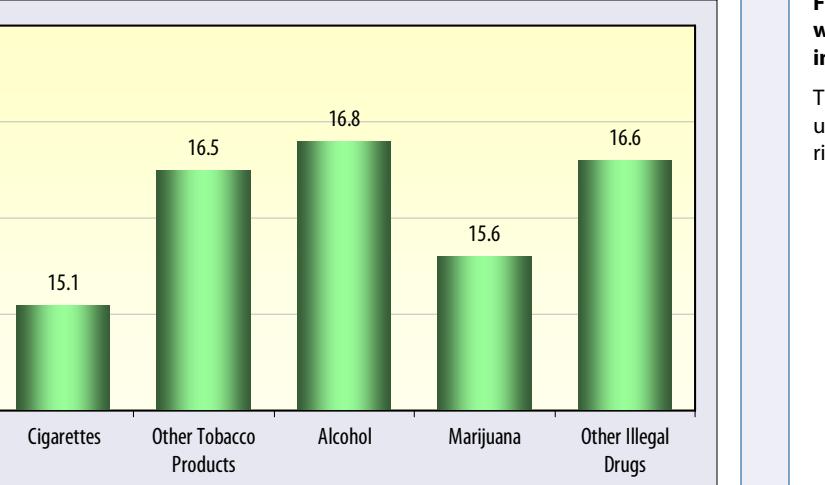


Figure 3. Substance Use: Lifetime, Past Year, and Past Thirty Days

While a substantial number of respondents reported cigarette and alcohol use in the past thirty days, very few reported illegal drug use in the past thirty days. Nevertheless, about 40% of respondents reported illegal drug use in their lifetime.

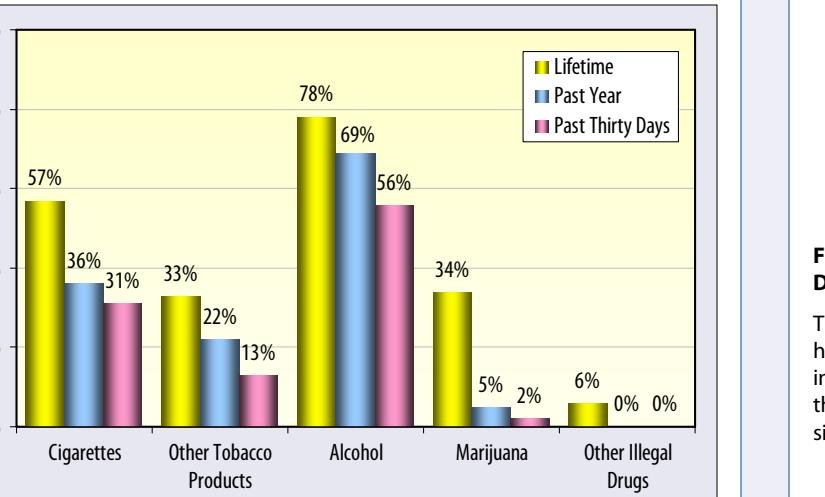
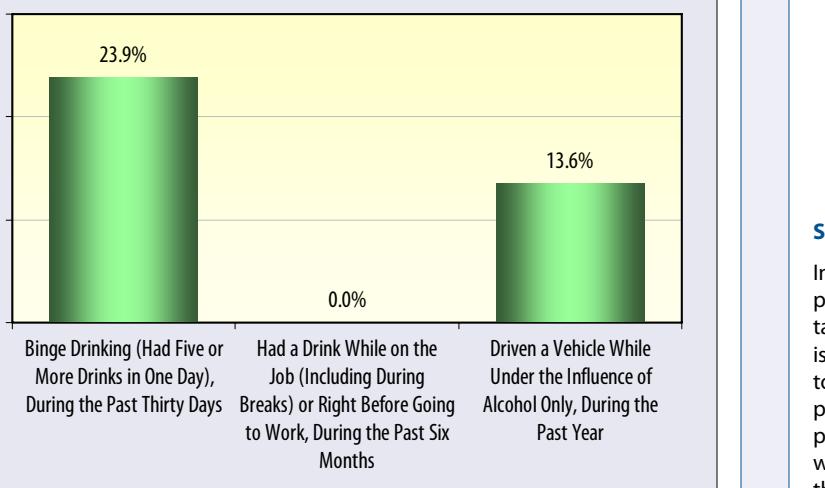


Figure 4. Alcohol-Related Risky Behaviors

No respondents reported drinking on the job in the past six months. This may be due to several factors including the effectiveness of the alcohol and drug abuse prevention and testing programs; the small number of respondents not being adequate to capture workplace use; and/or these workers were unwilling to disclose workplace substance use, even on a confidential survey, due to the severe penalties for workplace use. Less than a quarter of respondents reported binge drinking during the past 30 days and 14% reporting DUI during the past year, and these rates are relatively low compared to the larger population in the cross-site analysis.



7. Early Survey Findings (continued)

Figure 5. Perception of Harm Associated with Binge Drinking, by Binge Drinking in the Past Thirty Days

This chart indicates that most substance users recognize the dangers of their high-risk behaviors.

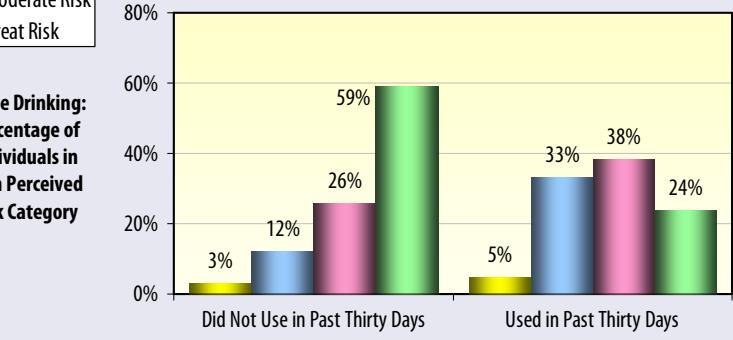
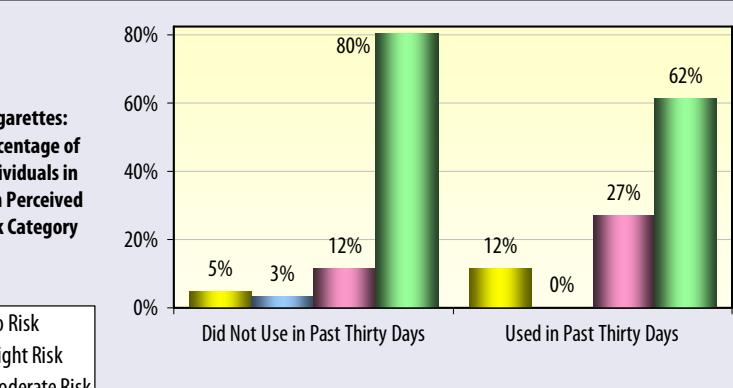
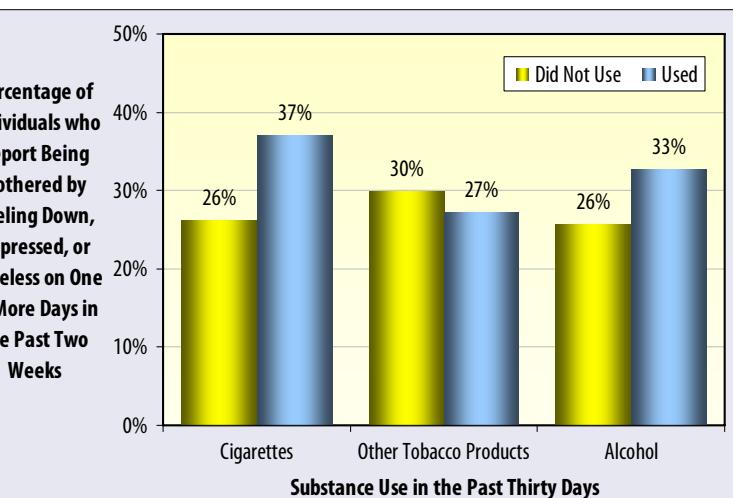


Figure 6. Bothered by Feeling Down, Depressed, or Hopeless

Those reporting feeling depressed or hopeless in the past two weeks was higher in respondents reporting substance use, though the differences were not statistically significant.



Summary of Early Findings

In the adaptation of the PREVENT curriculum, workplace culture, values, and policies had to be consolidated from a wide range of places. The final product takes more of the union perspective because this is the population the program is designed to address. Self-reported substance use is relatively low compared to the general population. Over half of respondents reported alcohol use in the past thirty days, while only a handful reported illegal drug use. The majority of participants in the pilot program said the most helpful part of the PREVENT class was the *discussion of personal values*. Most said the PREVENT class made them think about making changes in their lives.

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